

## 2012-13 Staff Report Update

### Background:

Each year, school districts report data about school staff and salaries to the Department of Public Instruction through the PI 1202 Annual Staff report web application.

Results from this year's report show a slight increase in full-time equivalent (FTE) staff compared to the prior school year. Overall the report shows 99,265.2 FTE staff working in the state's 424 public school districts, an increase of 24.6 FTE from last school year, but down more than 5,200 FTE from the 2008-09 school year. There were 185 school districts that cut staff in 2012-13 compared to the prior year and 307 districts that had fewer FTE staff compared to 2008-09.

Enrollment for 2012-13 was 863,737, up 423 students or 0.05 percent from the prior year. Enrollment for 2012-13 was down 3,134 students or 0.36 percent from the 2008-09 school year when there were 866,871 students.

### One-Year Outlook:

#### ❖ Fewer professional and support staff

Statewide, one-year changes in staffing showed increases for administrators, aides, pupil services personnel, and teachers. The majority of cuts in the 2012-13 school year were to the "other" school staff category, down 366.8 FTE from the prior school year and 1,403.3 FTE since 2008-09. These positions are subject or program coordinators, individuals who integrate instructional technology, or staff who serve in a professional or support role in the school.

#### ❖ Teaching staff levels mixed across the state

The number of public school teachers was up 155.6 FTE for 2012-13 from the prior school year. The Madison Metropolitan School District reported a one-year increase of 150.4 FTE teaching staff. Milwaukee (57.7), Appleton (47.2), and Green Bay (32.9) also had increases in FTE teaching staff. The Kenosha School District reported a reduction of 178.1 FTE teachers for 2012-13. Overall, 205 public school districts reported reduced FTE teaching staff for the 2012-13 school year from the prior year.

#### ❖ Librarian and CTE positions down

In selected staffing areas, one-year percentage losses were highest among school librarians and career and technical education teachers (CTE), down 3.7 percent or 32.7 FTE and 1.6 percent or 45.6 FTE respectively. These positions also had large percentage decreases between 2008-09 and 2012-13. During that span, there were 233.2 FTE fewer librarians (down 21.4 percent) and 523.2 FTE fewer CTE teachers (down 16.0 percent).

Staffing increases for the 2012-13 school year were highest for special education (118.6), mathematics (78), and reading (37.8) teachers. Compared to five years ago, the state still has 770.9 FTE fewer elementary teachers, 181.9 FTE fewer special education teachers, 147.2 FTE fewer reading teachers, 118.0 FTE fewer science teachers, and 69.0 FTE fewer mathematics teachers.

#### Public School Staff FTE

	1-Year Change	5-Year Change
Administrators	40.6	-74.0
Aides	181.8	-864.1
Other	-366.8	-1,403.3
Pupil Services	13.4	60.4
Teachers	155.6	-2,924.9
TOTAL	24.6	-5,205.8

Figure 1: Shows the difference in overall staffing statewide between the 2011-12 and 2012-13 school years and the 2008-09 and 2012-13 school years.

#### Teacher Job Changes By Area of Service

Position	1-Year FTE Change	5-Year FTE Change
Career and Technical Education	-45.6	-523.2
Elementary (All Subjects)	-3.7	-770.9
Librarians	-32.7	-233.2
Mathematics	78.0	-69.0
Reading	37.8	-147.2
Science	18.1	-118.0
Special Education	118.6	-181.9

Figure 2: Shows the difference in staffing levels statewide between the 2011-12 and 2012-13 school years and the 2008-09 and 2012-13 school years for selected instructional staff.

### ❖ Staffing staff levels mixed by locale

Overall staffing for the current school year increased in districts that are considered cities under U.S. Census codes, up 275.4 FTE. Staffing was down 250.8 FTE elsewhere — suburb (-129.4), town (-76.0), and rural (-45.4) — from 2011-12 levels.

### Cumulative Change from 2009 to 2013:

Cumulative staffing changes between 2008-09 and 2012-13 showed a statewide reduction in administrators, aides, teachers, pupil services, and other school staff. Staffing levels are down 5,205.8 FTE over the five-year span.

### ❖ Fewer teachers in classrooms, professional and support staff in schools

Teaching staff changes show that Wisconsin has 2,924.9 FTE fewer teachers in its schools, a decline of 4.7 percent over the five-year span. Data shows the average classroom teacher is 42 years old. According to Employee Trust Funds, Wisconsin saw a surge in teacher retirements in 2011 (7,235). There were 3,862 teacher retirements in 2012, similar to retirement levels for the three years prior to enactment of Act 10.

The next largest decline was for the “other” classification: subject or program coordinators, individuals who integrate instructional technology, or staff who serve in a professional or support role in the school. Between 2008-09 and 2012-13, there were 1,403.3 fewer FTE positions in the “other” category, a 6.2 percent reduction in this portion of the workforce.

When looking at data by locale, based on U.S. Census codes, Wisconsin rural areas, towns, and suburban areas show teaching staff declines for 2012-13 from the prior year. Between 2008-09 and 2012-13, towns lost 745.5 FTE teachers; rural areas, 690.4; and suburban areas, 491.4. While cities showed a one-year upward trend in teacher staffing levels (358.5 FTE increase), overall there are 997.6 FTE fewer teachers in the state’s 15 large, medium, and small cities than there were five years ago.

### Conclusion:

School district job losses as a result of cuts in the 2011-13 state budget appear to have slowed and in some cases became a one-year positive readjustment. School districts have shown a continued effort to protect classroom teaching positions from the effect of budget cuts, but cuts have been deep enough to show up in classrooms across the state.

Locally elected school boards work with public school district administrative staff to develop a balanced budget each year. When state aid and taxing authority do not keep pace with inflationary cost increases, school districts must make cuts. Because PK-12 education is a labor intensive endeavor, budget cuts in recent years have had a significant impact on school staffing levels across the state. Some districts have been much more deeply hurt by budget reductions than others.

